

## **EEO PUBLIC FILE REPORT**

**This Report covers full-time vacancy recruitment data for the period August 1, 2018 – July 31, 2019.**

**1) Employment Unit:** Santa Monica Community College District (“SMCCD”)

**2) Unit Members (Stations and Communities of License):**

KCRW(FM), Santa Monica, CA (Facility ID 59086)

KCRU(FM), Oxnard, CA (Facility ID 59085)

KCRY(FM), Mojave, CA (Facility ID 59092)

KCRI(FM), Indio, CA (Facility ID 59087)

KDRW(FM) Santa Barbara, CA (Facility ID 69085)

KERW(FM) San Luis Obispo, CA (Facility ID 63523)

**3) EEO Contact Information for Unit Member:**

Mailing Address:	Telephone: (424) 538-8500
Santa Monica Community College District 1900 Pico Blvd. Santa Monica, CA 90405-1628	Contact Person/Title: Jennifer Ferro, President
	E-mail Address: Jennifer.ferro@kcrw.org

**4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.**

There were no full-time job openings or hires in the 2018-2019 reporting year. As such, no jobs were posted.

**5) Recruitment Sources Used to Fill Each Vacancy.** As stated above, there were no full-time hires during the reporting period. Therefore, there are no data to report with respect to the number of persons referred by SMCCD’s recruitment sources.

**6) Total Number of Interviewees Referred.** With no full-time job openings, SMCCD did not interview any candidates for full-time vacancies.

**7) Supplemental Recruitment Initiatives.** The supplemental recruitment initiatives undertaken by SMCCD during the period covered by this report are set forth below:

**(a) Initiative:** Santa Monica College Student Internship Program

SMCCD makes available 5-10 internship opportunities for all areas of radio station operations, including producing, sound editing, video editing, sound design, call screening, music library catalog work, on-air assistance and public information outreach. Interns come from Santa Monica College and include students of the broadcast program. Recipients reflect a diversity of background, age and ability.

The internships continue throughout the year and are offered for semester-long periods. All interns receive training and exposure to the skills necessary to have a successful career in the broadcast industry.

**(b) Initiative:** Volunteer Program

SMCCD maintains an active volunteer program with over 100 weekly participants. Volunteers actively work in every area of broadcast operations. The program is available to all interested participants. The volunteers come from all parts of Southern California and all age ranges. All interns are introduced to various jobs in the broadcast industry regardless of whether they will work in that area.

**(c) Initiative:** Summer Internship Program

High school and college students apply to participate in the KCRW Summer Internship Program that runs from June - September. This marketing internship exposes students to all of the areas involved in public broadcasting. Interns receive monthly visits and talks from various members of KCRW explaining their work and answering questions. Interns also work directly with various departments in the operation. In 2019, 59 college and high school students interned with KCRW.

**(d) Initiative:** Workshops for Independent Producers

KCRW created a series of free public radio workshops for people interested in public radio producing.

**Own Your Voice Workshop**

Feb 2, 2019

Taught radio storytelling and methods for sharing stories to underserved youth in a Latinx neighborhood of LA. Taught students how to record their own radio show and created collaborative opportunities that will be reflected on the air at KCRW.

**Own Your Voice workshop with independent producers**

March 2, 2019

A workshop teaching how to write for radio and tell a specific news story in a new way.

**Biz savvy: Best practices for independent producers**

May 18, 2019

A workshop directed to women and people of color about the business of being an independent producer and how to pitch your ideas to a variety of networks.

**KCRW's 2nd Annual Pitch Panel**

July 9, 2019

Invited guests from underserved communities were asked to pitch stories to KCRW for broadcast or podcast.

**(e) Reporter Internships**

Two cohorts of four journalism students each participate in internships

**(f) ONA Leadership Accelerator**

February 15, 2019 KCRW hosted a series of

Warren Christopher Scholars

Solutions Journalism

